Hilton Worldwide Diversity and Inclusion

We are a company of diverse cultures serving diverse guests, with more than 40 languages being spoken by our Team Members. Our diverse global workforce of more than 300,000 Team Members in more than 4,000 owned, managed and franchised hotels across 90 countries continues to remind us of the importance of celebrating diversity and inclusion throughout our company.

Our diversity and inclusion approach is aligned with our mission to become the preeminent global hospitality company. We seek to leverage the unique cultures of our global communities, and to develop culture, talent and marketplace strategies to create a work environment of inclusiveness. As such, we hold ourselves and all of our Team Members to the highest standards of integrity, ethics and service excellence. We will achieve and maintain this status by living our core values; attracting the best and brightest talent; and valuing and leveraging the diversity of our Team Members, Guests, Suppliers, Partners and Owners.

Culture

We seek to understand our unique global cultures to ensure that all our Team Members are seen, heard, valued and respected. As a result, our senior leadership is committed to investing in programs that promote diversity, such as inclusion training and celebrations of international traditions and customs. We also aim to increase our presence in local communities through employee volunteerism, partnerships and giving programs.

One example of our commitment to foster appreciation of diversity is our company-wide information sharing and training initiative. As part of this effort, we highlight U.S. calendar months that recognize and celebrate diverse groups. We create internal newsletters detailing the purpose and history of each and Hilton Worldwide partnerships with related organizations. We also offer Team Members diversity training courses through Hilton Worldwide University, our internal online training platform.

Talent

An integral part of our Talent Management strategy is to create an inclusive work environment. Embracing diversity in thought, background and opinion not only adds to our talent pool but also provides significant value to our global business operations by fostering innovation and competition.

We value the diversity of our Team Members and strive to continue attracting strong talent by building local hiring pipelines and providing coaching, mentoring and leadership development opportunities for all Team Members. We have built relationships with select leading Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to recruit top talent within hospitality programs. In addition, our leadership

Diversity and Inclusion Relationships

- Asian American Hotel Owners and Operators (AAHOA)
- American Hotel & Lodging Educational Foundation
- American Resort Development Association (ARDA)
- Association of Latino Professionals in Finance and Accounting
- Congressional Black Caucus Foundation
- Congressional Hispanic Caucus Institute
- Hispanic Heritage Foundation
- Human Rights Campaign (HRC)
- International Gay & Lesbian Travel Association (IGLTA)
- Latino Hotel & Restaurant Association (LRHA)
- National Association of Black Accountants, Inc. (NABA)
- National Association of Black Hotel Owners, Operators and Developers (NABHOOD)
- National Black MBA Association
- National Business & Disability Council (NBDC)
- National Center for American Indian Enterprise Development Council (NCAIED)
- National Council of La Raza (NCLR)
- National Hispanic Corporate Council
- National Minority Supplier Development Council (NMSDC)
- National Society of Black Engineers (NSBE)
- National Society of Minorities in Hospitality (NSMH)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- National Society of Hispanic MBAs (NSHMBA)
- Out & Equal Workplace Advocates
- Society of Hispanic Professional Engineers (SHPE)
- U.S. Hispanic Chamber of Commerce (USHCC)
- U.S. Pan Asian American Chamber of Commerce (USPACC)
- Women’s Business Enterprise National Council (WBENC)
team has taken positions on boards or councils for many professional associations.

We continually strive to make our workplaces more diverse and inclusive. To that end, we created the Executive Diversity Council for Hilton Worldwide, chaired by CEO Christopher J. Nassetta, which establishes the diversity strategy throughout the company.

Marketplace
We continually promote diversity within our marketplace through initiatives such as our Supplier Diversity Program and development of property ownership opportunities for women and diverse groups.

Supplier Diversity: We are proud to source the products we need for our properties from a wide range of vendors and suppliers. Our goal is to forge supplier relationships that reflect the cultural diversity of our portfolio of hotels. Through our award-winning Supplier Diversity Program, which began nearly a decade ago, we have cultivated relationships with more than 4,400 women- and minority-owned businesses.

Ownership Diversity: In 2004, we were the first major hotel company to develop an effective outreach program to further educate minority and female entrepreneurs on becoming owners of our properties. We also promote ownership through the National Association of Black Hotel Owners, Operators & Developers (NABHOOD), the Latino Hotel & Restaurant Association (LRHA) and the Asian American Hotel Owners Association (AAHOA), as founding sponsor and long-term supporter.

Recognition of Diversity and Inclusion Achievements
We are honored to be widely recognized for our efforts to foster diversity and inclusion. Some of our awards and honors include:

- Best of the Best 2010—Top Hospitality Companies, Women’s Professional Magazine
- Business of the Year Award, Texas Department of Assistive and Rehabilitative Services (DARS)
- Chairman’s Award, Women’s Business Enterprise Council-West (WBEC-West)
- Hispanic Business 2011 Diversity BEST Companies, Hispanic Business Magazine
- Hotel Company of the Year and Apex Award, 2009, National Association of Black Hotel Owners, Operators & Developers (NABHOOD)
- The CEO/Corporate Leadership Award, Southern California Minority Business Development Council (SCMBDC)
- Top 50 Companies for Multicultural Business Opportunities, DiversityBusiness.com
- Top 100 Companies to Work For, Savoy Magazine
- Top 50 Corporations for Supplier Diversity, U.S. Hispanic Chamber of Commerce (USHCC)
- Top 25 Companies for Supplier Diversity by Hispanic Business Magazine
- Top Executives in Diversity, Black Enterprise Magazine
- Top Diversity Employer, Black EOE Journal
- Top 30 Champions for Diversity, Diversity Plus Magazine
- Top 50 Companies for Latinos to Work For, Latina Style Magazine

“Diversity is our future, is part of our legacy, and is fundamental to our success.”

Christopher J. Nassetta
President & Chief Executive Officer
http://www.youtube.com/watch?v=IgauzKSoYkk&hd=1